



## WHY IS WOTC A GREAT OPPORTUNITY FOR EMPLOYERS OF VETERANS?

### Veterans are . . .

- A highly skilled workforce
- Tech savvy
- Leaders
- Motivated

### Employers . . .

- Veterans help meet your workforce needs
- There is no limit to the number of new hires
- There is minimal paperwork needed to claim the tax credit

**WOTC: AN EMPLOYER BENEFIT  
FOR HIRING VETERANS  
MOST IN NEED OF EMPLOYMENT**

### For Agency Use:

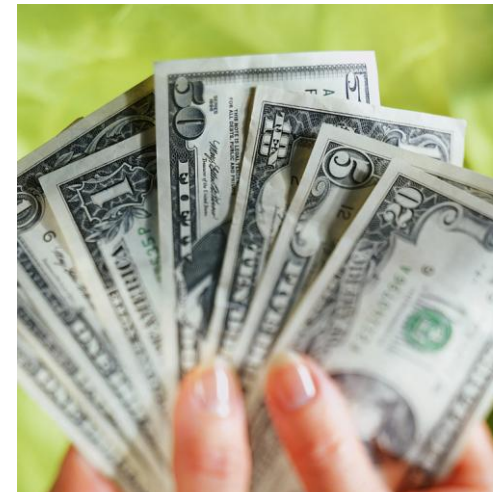
(SWAs can either print or stamp their names, addresses and WOTC contact information.)

For more information on where to apply or get the application forms, visit our Web site at: <http://www.doleta.gov/wotc>

or IRS's Web site at:  
<http://www.irs.gov/form8850>

## The Work Opportunity Tax Credit \$OLUTION

Puts Tax Savings in the  
Palm of Your Hands



**U.S. Department of Labor**  
Employment and Training Administration  
April 2012

## THE BOTTOM LINE

**NEW!** On November 21, 2011, the President enacted the **VOW to Hire Heroes Act of 2011** modifying and expanding the WOTC Veteran groups. The Act did not extend the non-veteran groups. These groups expired on December 31, 2011. Now employers hiring qualified veterans may be eligible to reduce their federal income tax liability by as much as:

Target Groups and Wages	Max Tax Credit (25% of qualified wages if 120 hours worked)	Max Tax Credit (40% of qualified wages if 400 hours worked)
Vet Receiving SNAP <sup>1</sup>	Up to \$1,500	\$2,400
Disabled Vet (hired w/in 1 year) <sup>2</sup>	Up to \$3,000	\$4,800
Disabled Vet (unemployed 6 months) <sup>3</sup>	Up to \$6,000	\$9,600
Unemployed Vet (4 weeks) <sup>4</sup>	Up to \$1,500	\$2,400
Unemployed Vet (6 months) <sup>5</sup>	Up to \$3,500	\$5,600

1. Qualified 1<sup>st</sup> - year wages *for Veterans receiving SNAP* are capped at \$6,000.
2. Qualified 1<sup>st</sup> - year wages for *disabled veterans* hired within 1 year of discharge are capped at \$12,000.
3. Qualified 1<sup>st</sup> - year wages for *disabled veterans unemployed 6 months* are capped at \$24,000.
4. Qualified 1<sup>st</sup> - year wages *for veterans unemployed for 4 weeks* (but less than 6 months) are capped at \$6,000.
5. Qualified 1<sup>st</sup> - year wages *for veterans unemployed for at least 6 months* are capped at \$14,000.

## HIRE FROM AMONG THESE VETERAN GROUPS...

The WOTC applies only to qualified veterans who begin to work on or after November 22, 2011, and before January 1, 2013. The new employee must belong to one of the following categories of qualified veterans:

- **Veterans receiving Supplemental Nutrition Assistance Program (SNAP)** benefits for at least a 3-month period during the 12-month period ending on the date of hire; **or**
- **Veterans entitled to compensation for a service-connected disability** hired within 1 year of discharge or release from active duty; **or**
- **Veterans entitled to compensation for a service-connected disability** unemployed for at least 6 months during the 1-year period ending on the hiring date; **or**
- **Veterans unemployed for at least 4 weeks (but less than 6 months)** during the 1-year period ending on the hiring date; **or**
- **Veterans unemployed for at least 6 months** during the 1-year period ending on the hiring date.

☞ For credit amounts for “tax-exempt” organization visit: [www.irs.gov](http://www.irs.gov).

## 3 SIMPLE STEPS TO APPLY:

Employers apply for and receive certification from their State Workforce Agency (SWA) that the new hire is a member of a qualified veteran group before they can claim WOTC. To apply:

1. Complete page 1 of IRS Form 8850, *Pre-Screening Notice and Certification Request for the Work Opportunity Credit*, by the date of the job offer and page 2 after the individual is hired;

AND

2. Complete *one* of the following U.S. Department of Labor forms:
  - ETA Form 9061, *Individual Characteristics Form*, if the new hire has not been given an ETA Form 9062; **or**
  - ETA Form 9062, *Conditional Certification Form*, if provided to the job seeker by a Veteran Center or a SWA.
3. Submit/Mail the signed and dated IRS and ETA forms to the respective SWA.
  - For hires made on or after November 22, 2011 and before May 22, 2012, employers have until June 19, 2012 to submit the forms.
  - For hires made on or after May 22, 2012, employers must submit the forms not later than 28 days after the new hire begins work.